

April follow-up

Good afternoon, DGC!

I am here representing the District Queer Alliance. Last month, our member Yvonne read our collaboratively written statement regarding multi-stall gender inclusive restrooms as a safer, more inclusive, and ultimately more cost-effective way to construct restrooms as we utilize bond measure funds in the coming years. Today I am here to continue the conversation and seek to establish more specific commitments to explore these possibilities from the SDCCD along these lines.

When we introduced this topic last month, we gave a broad case for the importance and effectiveness of multi-stall gender inclusive restrooms for belonging, inclusion, and operations but today I want to briefly share a quote (with OIER permission and lightly edited for brevity) from a student who suggested the SDCCD consider multi-stall gender inclusive restrooms back in 2022 during our research study that explored LGBTQIA+ student and employee experiences:

“The thing that always comes to mind for me is bathrooms, when you talk about shared spaces, and I immediately think that I would want to have the community that was truly inclusive... That didn't unnecessarily call people out... I also in the back of my mind, is all the terrible stories that are so untrue that people tell about transgender people in bathrooms... so don't go into a room. Have it be open to a quad with a bank of doors that are stalls so you're not going into an individual stall by yourself. You're on a quad that's open to the public, so that it is visible. And you're not getting that feeling that you're alone, or in a small confined space with anyone else, and then there's no calling anyone out... you don't have to pick a door that says men or women's or go into one that says gender neutral because that oftentimes doesn't feel any safer than anything else, because there's so many people are hateful... It's just a toilet. It's just a toilet in a room with a sink, and it doesn't need to be a political thing. Put toilet on the door, right? You don't even have to put the sink in there, you can put the sink outside.”

Now in 2025 we can bring this vision to life, not only as a proposal that makes a lot of sense fiscally in the long run regarding maintenance, or hypothetically as an idea from an employee group, but as a pathway forward that has at least some student voices to support it as one that can increase trans safety and belonging at the SDCCD at a critical moment in history in a way that ultimately increases safety for all students on our campuses.

With all of this said, I would like to ask since we first introduced this topic a month ago, what movement is being made to explore this as an option by Facilities and relevant building and bond committees? Do we have a general update on our timeline and plans? What spaces should DQA representatives or appropriate personnel be invited

into to help move this work forward and ensure we are intentional in the ways we construct our spaces? Can we create a DGC subcommittee with DQA representation co-led by a vice chancellor to continue working towards this effort? I am hoping we can walk away from this DGC meeting with a more solid pathway ahead of us.

Thank you for your time,

The SDCCD District Queer Alliance

From March for reference if needed:

Good afternoon, DGC!

My name is Jaime Sykes (they/he), and I am here today representing the SDCCD District Queer Alliance, an employee affinity group that supports and advocates for queer and trans people across roles and colleges in the district. Thank you to Chancellor Smith for inviting the DQA to build a relationship with DGC and participate in our shared governance process.

The DQA is very excited about our recently passed bond measure and the opportunities to enhance and expand facilities for students, including gender neutral restrooms. As focus group and interview data with queer and trans students have shown us, gender neutral restrooms, while available, are often located far from the main areas of campus or in some cases remain locked or controlled by staff members who are only available during working hours, rendering them cumbersome or even inaccessible to the students and employees who need them. Further, there are no gender-neutral facilities available to employees at the District Office.

The new bond measure provides an opportunity for the District to ensure that gender neutral bathroom facilities are available and accessible to all students and employees at all SDCCD sites. When it comes to these facilities, it might be worthwhile to consider not just separated gender-neutral, single stall restrooms, but multi-stall gender neutral facilities that allow access to all gender identities. Further, if multi-stall gender neutral restrooms are implemented, some [organizations](#) demonstrate that maintenance costs may be lower in the future even though initial implementation may be more costly. Multi-stall gender neutral restroom facilities when designed correctly can maximize privacy while simultaneously preventing enclosed spaces that can create dangerous encounters for all vulnerable people regardless of their actual or perceived gender identity, or the signs on the doors of the bathrooms. Some schools, such as UC Riverside, SDSU, and UC San Diego created gender neutral restrooms that consist of private stalls with doors that reach from ceiling to floor, and communal sinks outside of the stall doors in full view of the public hallway. UC, Riverside also retrofitted formerly gendered restrooms to be

multi-stall gender neutral facilities and found that the project [increased accessibility](#) due to the wider stalls. And some, such as Terry Kogan in *Public Restrooms and the Distorting of Transgender Identity*, have pointed out that the history of and current legal fights over access to gendered public restrooms shows that these facilities may continue to place non-binary and transgender people in a vulnerable position and to offer rationales for excluding them from public spaces, while hiding the sexist history of these facilities. (Kogan, Terry. "Public Restrooms and the Distorting of Transgender Identity" 2017)

To further support equitable access, we also need to improve availability of menstrual care products on campus. Currently at SDCCD, menstrual products are only in women's restrooms, which is trans exclusionary as people of any genders may menstruate. Multi-stall gender neutral restrooms would make menstrual products available to everyone who needs them. In any case, any remaining gendered restrooms should be fully stocked with menstruation care products.

Additionally, as some SDCCD locations have higher demand for menstrual products and some colleges are chronically understocked, at certain locations around the District and some colleges are chronically understocked, we advocate that menstrual products be continuously monitored and stocked in all bathrooms regardless of gender designation so that they are always available to those who need them.

Finally, it is important to understand the moment we are in is exceedingly dangerous for trans people. The characterization of queer and trans people by the current president and his administration provides opportunity for violence and policing of queer and trans bodies on an unprecedented level. Multi-stall gender neutral restrooms for everyone--when designed for access, privacy, and safety--can increase inclusion, decrease violence, and lower ongoing maintenance costs in the future.

The DQA is happy to continue this dialogue with DGC and other relevant SDCCD committees in community as we strive to follow the board resolution passed on April 17, 2023 that states in part:

BE IT FURTHER RESOLVED, THAT the display of the Pride Flag shall be one part of a broader recognition of the need to continue to manifest the work we all commit to do as educators, from Diversity, Equity, Inclusion, Accessibility and Anti-racism (DEIAA) initiatives and basic needs programming, to the dismantling of systemic barriers for marginalized communities, in an effort to create and cultivate safe, positive, and welcoming spaces for students, and especially LGBTQIA+ students; and

BE IT FINALLY RESOLVED, that by this action and declaration, the Board of Trustees, along with the faculty, classified professionals, and administration of the

District, honor the voices and experiences of the LGBTQIA+ community across the
District, the State, and the Nation, and pledge to continue advocacy to protect and
defend the rights of the LGBTQIA+ community as a whole.

Thank you for your time,

The SDCCD District Queer Alliance



Location: Walthamstow Academy Gender Neutral Washrooms